



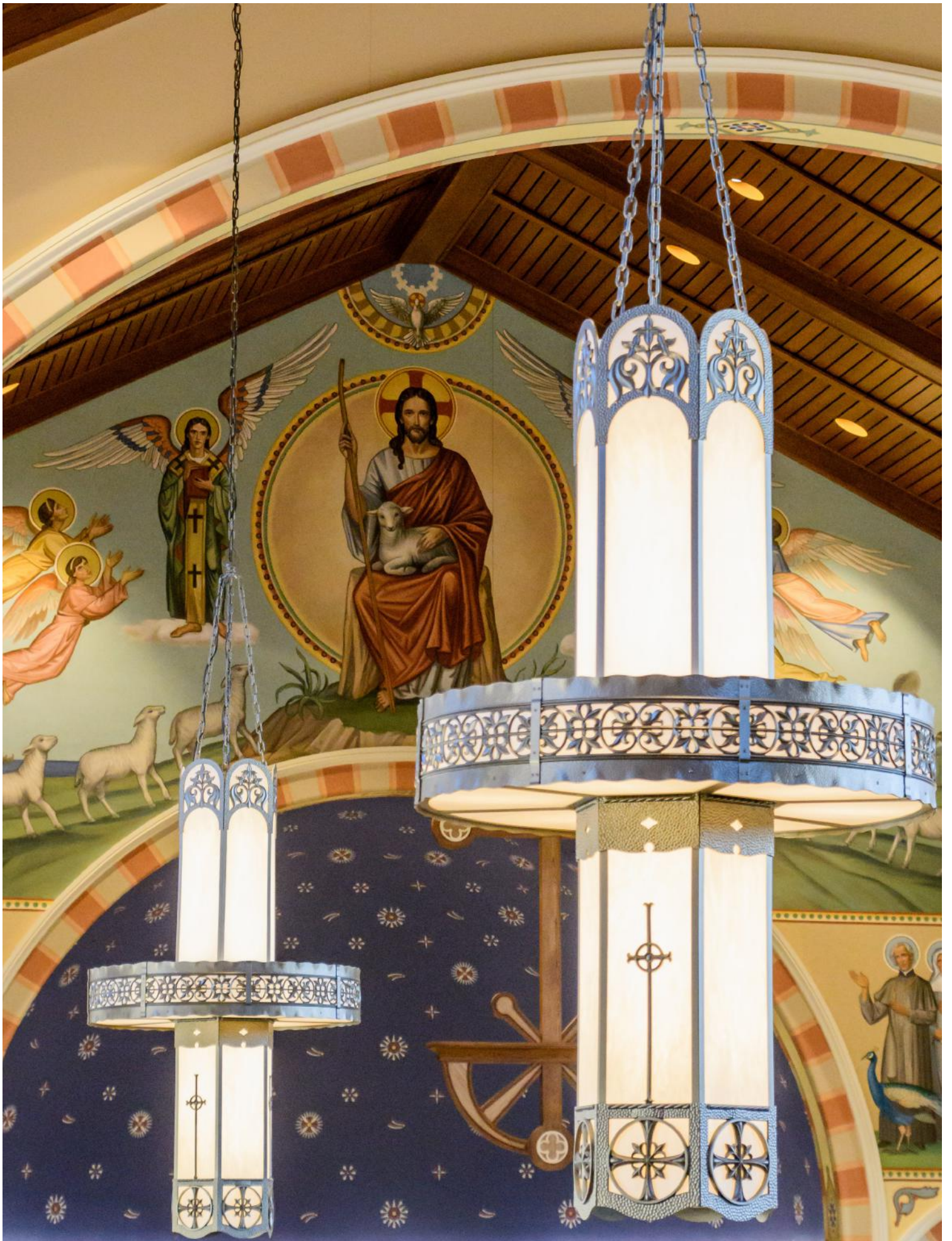
*To Renew All Things  
in Christ*

STRATEGIC PLAN  
2019–2024



SAINT PIUS X  
CATHOLIC CHURCH





# Saint Pius X Catholic Church

## Strategic Plan 2019—2024

*To Renew All Things  
in Christ*

### TABLE OF CONTENTS

A Message From Our Pastor	4
History of Our Parish	7
Our Patron ~ Pope Saint Pius X	8
The Path to Develop the Next Plan	10
Steering Committee	11
Guiding Principles of the Committee	11
<i>The Joy of the Gospel</i> Book Study	13
Evangelization ~ The Common Thread	13
A New Parish Mission Statement	14
The Values that Guide Our Parish	15
Listening Phase	17
Focus Area Subcommittees	18
Subcommittee Work	20
The Strategic Plan	20
▪ Liturgy and Worship	22
▪ Faith Formation	25
▪ Stewardship	28
▪ Engagement	32
▪ Operations Business	36
▪ Operations Facilities	38
Implementation and Accountability	39
Guided in Prayer	39





## A Message From Our Pastor

# Fr. Bill Schooler

May 2019

Dear Parishioners,

The Book of Proverbs tells us that without a vision the people perish (29:18). To that wisdom we might add that without a strategic plan the vision cannot be implemented! So, it is with great pleasure that I present to you the *2019-2024 Saint Pius X Parish Strategic Plan* which will guide the focus and work of our parish for the next five years.

It is a great time of renewal at Saint Pius X Parish as we near the completion of our significant facilities expansion project. We must now look at the ways we can foster ongoing conversion of the mind and heart so that evangelization and discipleship become a way of life for each one of us. This Strategic Plan lays out our vision of bringing the real presence of Jesus Christ to our world - a world which hungers for God's love, grace, and healing - so that we can live in today's world as Christ's living stones.

It is no easy task to pin down the faith-filled aspirations and dreams of a parish as dynamic and spiritually alive as Saint Pius X. It took a determined, talented, and energetic group of people to call forth the wisdom of the Holy Spirit from this parish community. Much gratitude is owed to the Strategic Plan Steering Committee who, with infinite patience, diligence, and diplomacy, guided the two-year process each step of the way, and to the dozens of staff members and parishioners who supported this effort.

Above everything, thanks are owed to all of you within the community of Saint Pius X Parish ~ priests, staff, lay leadership, and parishioners ~ for your faith, love, and commitment which have resulted in this document. As we begin the implementation of the Plan, let us be mindful that we are striving to follow in the footsteps of Jesus. May we be guided by our patron and by the Holy Spirit as we continue to live our mission *to renew all things in Christ*.

Yours in Christ,

Rev. William C. Schooler  
Pastor





1956: First Saint Pius X Parish church



2019: PEC Addition



2008: PEC dedicated



1992: Former church dedicated



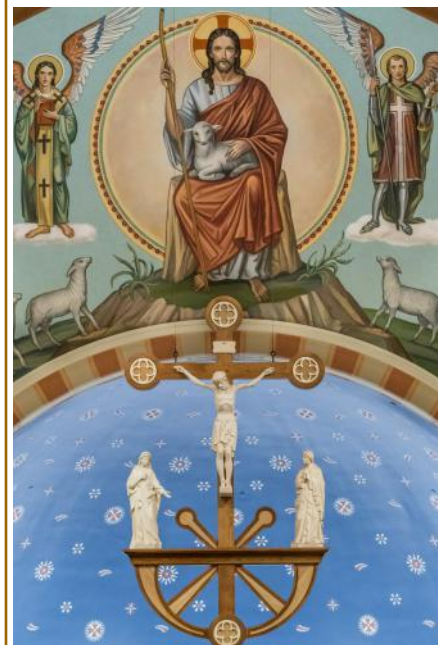
2017: New church dedicated

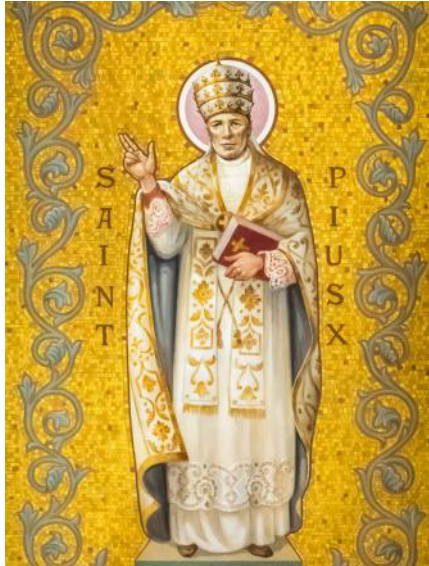
# The History of Our Parish

- 1867** Father Edward Sorin, C.S.C. founded Saint Joseph’s Farm in Granger, Indiana. At the farm, Holy Cross Brothers and Sisters and Priests served the needs of Catholics in the rural farming community, while providing fresh food for the nearby University of Notre Dame.
- 1924** First sacramental records were recorded.
- 1936** Unofficial body of Catholics is established as the Saint Joseph’s Farm Parish.
- 1951** The small chapel at the farm was far too small to serve the needs of the growing population. A gift of five acres off Fir Road enabled a new church to be built. This new church, dedicated to Saint Pius X, was built by the 145 families it would serve.
- 1956** Saint Pius X Parish celebrated its first Mass in the new church.
- 1989** The parish had grown to 1,200 families, with new members being added each week. This growth prompted a decision to construct a new church.
- 1992** This church and connecting offices were completed by Easter. Bishop John D’Arcy dedicated the new facilities the following September.
- 2001** The Congregation of the Holy Cross handed the Parish over to the care of Diocesan priests.
- 2008** The Parish Education Center (PEC) was dedicated, designed with the concept that education in the faith is an ongoing process for those from “cradle to grave”. With this new educational space, the Parish opened Saint Pius X Catholic School.
- 2014** The Parish began a multi-phase facilities expansion project which included a new rectory, a new church, renovation of the former church, and an addition to the PEC.
- 2017** Bishop Kevin Rhoades dedicated the new church on March 25, 2017. In September 2017, the Parish Life Center was opened.
- 2019** Construction of the Parish Education Center Addition, is scheduled to be complete.

## PARISH STATISTICS (2018)

Households	3,188
Parishioners	10,699
Adults	7,061
Children	3,638
Weekly Masses	724
Baptisms	105
First Communions	149
Confirmations	154
Weddings	35
Funerals	52





*We take courage in Him who strengthens Us; and setting Ourselves to work, relying on the power of God, We proclaim that We have no other program in the Supreme Pontificate but that "of restoring all things in Christ," so that "Christ may be all and in all"... The interests of God shall be Our interest, and for these We are resolved to spend all Our strength and Our very life. Hence, should anyone ask Us for a symbol as the expression of Our will, We will give this and no other: "To renew all things in Christ."*

*~E Supremi Apostolatus  
(On the Restoration of All Things in Christ), 4*

# Our Patron ~ Pope Saint Pius X *To Renew All Things in Christ*

Pope Saint Pius X, born Giuseppe Melchiorre Sarto (1835-1914), was pope from 1903-1914 and canonized St. Pius X on May 29, 1954. A pastoral pope, Pope Pius X encouraged personal holiness, piety and a daily lifestyle reflecting deep Christian values.

At the same time Fr. Sorin was establishing St. Joseph's Farm in 1867, Fr. Giuseppe Sarto began his labors in the farm country of northern Italy. From these beginnings, he would receive from the Lord a mission as great and far-reaching as the motto he chose when he was later elected to the papacy as Pope Pius X ~ *To Renew All Things in Christ*.

Pope Saint Pius X's motto was more than just a catchy phrase. He dedicated his papacy to a renewal of faith for all people, beginning with the publication of the encyclical *E Supremi Apostolatus* two months after his papal election. In this document, he promised that "the interests of God will be our interests," and he went about making necessary changes to expand peoples' practice of their faith and to counter heresy. His most important reforms were to order the codification of Canon Law and lowering the age for reception of First Holy Communion. He was also a staunch defender of the faith and helped promote more frequent reception of the Eucharist for all the faithful.

Saint Pius X's vision for the universal Church is our vision for the future of our parish. His many lasting contributions to the Church show just how much was "renewed," and the spirit of his call lives on in our parish as we seek our own renewal today.







*The parish is the presence of the Church in a given territory, an environment for hearing God's word, for growth in the Christian life, for dialogue, proclamation, charitable outreach, worship and celebration.*

*~Evangelii Gaudium*

(The Joy of the Gospel), 26

# The Path to Develop the Next Plan

Saint Pius X Parish has grown and evolved with the guidance of several strategic plans in recent years, marking significant moments in the history of the Parish. The Strategic Plan of 2003-2008 was developed following the change in pastoral leadership from the Congregation of the Holy Cross to the Diocese. Focusing on several areas, including Worship, Social Justice, Religious Education, Youth Ministry, Sense of Community, Stewardship, Facilities, and Spiritual Development, the Plan resulted in a firm foundation that supported a critical time of transition and rapid growth in the parish and community. During the course of implementation, Saint Pius X Parish genuinely embraced a new identity under the leadership of Father Bill Schooler ~ *stewardship as a way of life*.

The Strategic Plan of 2011-2016 shifted focus to enhance the stewardship philosophy of the Parish, centering efforts on Prayer, Service, Treasure, and Evangelization. As a result, the Parish community realized opportunities to deepen their overall understanding of stewardship. Plan implementation resulted in not only the development of a proposed campus-wide facilities expansion project, but the courage to pursue completion of this project, resulting in a new church and much needed renovated space with room to accommodate growth.

Expanded facilities provided unlimited potential for the future of Saint Pius X Parish. In 2017, the Parish Pastoral Council determined the need for the next strategic plan to provide a long-term guide for our community to intentionally live out the joy of the Gospel, working to fulfill the Parish mission.

Efforts to create the 2019-2024 Plan were set in motion in January 2018, designating five key areas of focus: Liturgy & Worship, Faith Formation, Stewardship, Engagement, and Operations. As highlighted in the following pages, careful and deliberate steps were taken to create a document that calls for the Parish to meet the needs of our present age, while embracing the opportunities and challenges of our emerging Church.

# Steering Committee

A Steering Committee was formed comprised of 11 members: Pastor, Parochial Vicar, Steering Committee Chair, a representative from Parish Council, and the team leaders from each subcommittee. The Committee was responsible for the leadership of subcommittee work and for consolidating all efforts into a single, comprehensive plan.

Fr. Bill Schooler, Pastor

Fr. Eric Burgener, Parochial Vicar

Brett Bauer, Steering Committee Chair

David Bruneel, Parish Council Representative

Jeremy Hoy, Liturgy & Worship

Robby Kiley, Faith Formation

Betsy Quinn, Stewardship Chair, Engagement Co-Chair

Kim Mauch, Engagement Co-Chair, Operations~Business Co-Chair

Maureen Newsom, Operations~Business Co-Chair

Bill Schlatterbeck, Operations~Facilities Co-Chair

Mark Wilcox, Operations~Facilities Co-Chair

## Guiding Principles of the Committee

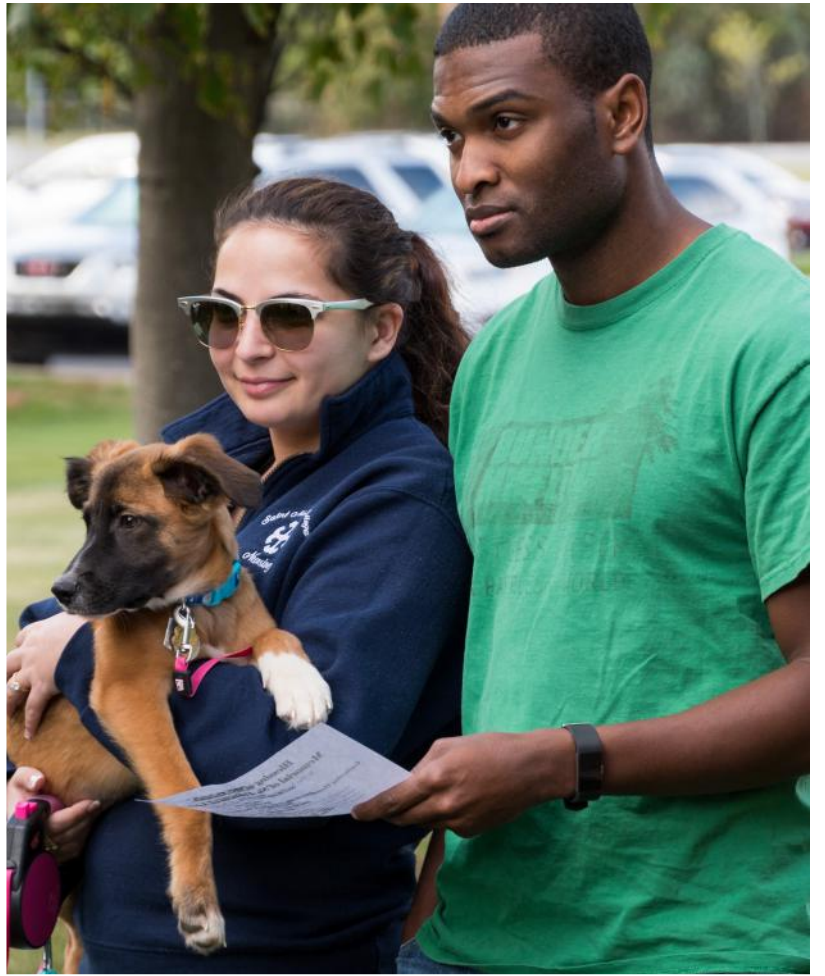
The Steering Committee felt it was imperative to develop guiding principles to keep efforts on track as the Plan was developed.

- The Strategic Plan will serve as the foundation for the pursuit of the Parish mission
- Development of the Plan will have broad involvement from every parishioner
- The Steering Committee will have open communication to ensure transparency
- Realistic and measurable goals will be established to ensure objectives are met in an agreed upon timeframe
- Strategic planning is a continual process with regular reviews to ensure the course stays focused on achieving the Parish mission

*With Christ, joy is constantly anew. In this Exhortation I wish to encourage the Christian faithful to embark upon a new chapter of evangelization marked by this joy, while pointing new paths for the Church's journey in years to come.*

*~Evangelii Gaudium  
(The Joy of the Gospel), 1*





# The Joy of the Gospel Book Study

Prior to starting the traditional tasks of developing a strategic plan, the Steering Committee participated in a book study of Pope Francis' First Apostolic Exhortation, *Evangelii Gaudium (The Joy of the Gospel)*. In this powerful and inspiring letter, Pope Francis lays out his basic vision for advancing the mission of the Church today. Exploring Pope Francis' document led to valuable reflection and discussion that guided the Steering Committee in further defining the Parish's mission and vision, as well as the development of this plan which will serve as the Parish "roadmap" for the next five years.

## Evangelization The Common Thread

The primary mission of the Church is to preach the Gospel in such a way that a relationship between faith and life is established in each individual and in the socio-cultural context in which individuals live, act, and communicate with one another.

During plan development each of the subcommittees were charged with embracing Pope Francis' call by developing strategies and action items to witness God, to be more Christ like, and to bring Christ to others. Evangelization was to become a common thread throughout the Strategic Plan.

We acknowledge that for the purpose of this plan, evangelization is not knocking on doors or filling seats in Mass. Evangelization is best described by the following statement:

*Evangelization is living in such a way that those who don't know God, but know you, will come to know God because they know you. (Unknown)*

*Evangelization means "bringing the Good News into all the strata of humanity, and through its influence transforming humanity from within and making it new... It is a question not only of preaching the Gospel in ever wider geographic areas or to ever greater numbers of people, but also of affecting and, as it were, upsetting, through the power of the Gospel, humanity's criteria of judgment, determining values, points of interest, lines of thought, sources of inspiration and models of life, which are in contrast with the Word of God and the plan of salvation".*

*~Evangelii Nuntiandi  
(Evangelization in the Modern World), 17-18*



## FORMER SAINT PIUS X PARISH MISSION STATEMENT

*St. Pius X Catholic Church is a faith community that proclaims the Word of God and celebrates the Sacraments, with the Eucharist as the source and summit of our spiritual life. Our parish, rooted in Granger and part of the Diocese of Ft. Wayne–South Bend, invites everyone to respond to God's call to salvation by developing a sense of Christian fellowship. This is done through life-long religious education and stewardship: calling all members to serve others, to share our blessings with those in need, and to promote Catholic social justice.*



# A New Parish Mission Statement

Recognizing that a parish mission statement is a vital guiding factor in developing a strategic plan, the Steering Committee conducted a thorough review of the existing (and now, former) statement. After examining mission statements of other organizations, the Steering Committee determined that successful statements written to guide communities were clear, concise, straight-forward, and easily repeated. After discussing the relevance, understanding, and efficacy of our current mission statement with others in the Saint Pius X community, the Committee determined that a new mission statement would be warranted.

The review process, taking nearly two months to complete, involved the following steps:

1. Defining our parish
2. Understanding a successful mission statement
3. Developing a mission statement based on who we are
4. Collaborating with others on developing a proposed new mission
5. Finalizing the mission statement

The new mission statement was developed with the broader parish in mind. Unlike a corporate mission statement that is focused on the employees, our parish mission statement was designed to resonate with everyone in the community as we move forward in renewing all things in Christ.

*Saint Pius X Catholic Parish, dedicated to renewing all things in Christ, is committed to evangelization through prayer, service, sacrificial giving, faith formation, and community.*

# The Values that Guide Our Parish

To support our mission, five vision statements were developed to shape our parish's culture and to reflect our values.

**PRAYER:** We celebrate and embrace the traditions of the Catholic faith centered on the Eucharist, inspiring our community to grow spiritually through the liturgy, the sacraments, and many forms of personal and communal prayer.

**SERVICE:** We discern our gifts and talents to serve the parish and to live the principles of Catholic social tradition to help those in need.

**SACRIFICIAL GIVING:** We share our financial gifts, generously offering our "first fruits" to support the ministries, programs, services, and operations of the parish and the needs of the poor and vulnerable.

**FAITH FORMATION:** We participate in lifelong formation to develop a relationship with Jesus Christ and to deepen our understanding of the Catholic faith, becoming faithful disciples in the world.

**COMMUNITY:** We extend genuine hospitality to all, creating a community that supports one another throughout our faith and life journeys.







# Listening Phase

Upon adoption of the new mission statement and values, the Steering Committee gathered input from all stakeholders to analyze the Parish's present position and future challenges.

A **SWOT Analysis** was completed by each member of the Parish staff and the Parish Council to assess the strengths, weaknesses, opportunities, and threats of the Parish. Each person was asked to identify the following:

**Strengths:** Internal characteristics that one would identify as strong and beneficial to the Parish's mission

**Weaknesses:** Areas that one believes are negative, or problematic, or in need of improvement or enhancement

**Opportunities:** External factors of which Saint Pius X could take advantage

**Threats:** External factors that could potentially undermine the ability of the Parish to achieve its mission

**Input Sessions** were held to gather thoughts in face-to-face dialogue with open-ended questions directed towards the needs of the Parish. 300 households (10% of the parish enrollment) were randomly selected and invited to participate in one of five sessions. 63 parishioners participated in the input sessions. Members of the Steering Committee facilitated the small group listening sessions asking three questions of the participants:

What do you see as the present strengths of the Parish?

What are the greatest needs of the Parish?

As we look to the future, what would you like to see at Saint Pius X (programs, ministries, buildings, renovations, etc.)?

A **Parish-Wide Survey** was distributed to all adult members of the Parish. A majority of the questions were directed toward the five focus areas for the Plan. Additionally, parishioners were asked a series of questions weighing personal importance of various aspects of their faith life and their participation in parish life, evangelization and their role in the continuation of growth in the Catholic faith, and general demographic information. The Parish received 464 responses to the online survey.

The Steering Committee felt significant feedback was received from all three data gathering efforts and produced a thorough representation of the entire parish community. Input was categorized and compiled into separate reports for each area of focus and used as a basis for subcommittee work.





*[Priests] must work together with the lay faithful [to] sincerely acknowledge and promote the dignity of the laity and the part proper to them in the mission of the Church... They must willingly listen to the laity, consider their wants in a fraternal spirit, recognize their experience and competence in the different areas of human activity, so that together with them they will be able to recognize the signs of the times... Likewise, they should confidently entrust to the laity duties in the service of the Church, allowing them freedom and room for action; in fact, they should invite them on suitable occasions to undertake works on their own initiative.*

*~Presbyterorum Ordinis*  
(Decree on the Ministry and Life of Priests), 9

# Focus Area

## Subcommittees

Bringing together leaders of the Parish, six subcommittees comprised of staff and parishioners were formed to dig deeper into the specific areas of focus for the Plan.

### Liturgy and Worship

Jeremy Hoy - Chair  
Sally Flask  
Beth Habas  
Robby Kiley  
Amy O'Brien  
Rachel Oppman  
Michael Rubbelke  
Stephanie Rucano  
Diane Schlatterbeck  
Maureen Schultz  
Megan Sorg  
Manuela Tugman

### Stewardship

Betsy Quinn - Chair  
David Bruneel  
Lewis Anne Deputy  
Lou Giovannini  
Karen Hildebrandt  
Larry Hildebrandt  
Jeremy Hoy  
Kathleen Mosier  
Maureen Newsom  
Kate Peterson  
Susan Riggs  
Doreen Sandroni

### Operations - Business

Kim Mauch - Co-Chair  
Maureen Newsom - Co-Chair  
John Bolstetter  
Lou Giovannini  
Michael Lacognato  
Joe Meyers  
Chip Mitros  
Doreen Sandroni

### Faith Formation

Robby Kiley - Chair  
Brittany Baucom  
Jared Dees  
Theresa Depung  
Sally Flask  
Cindy Hestad  
Elaine Holmes  
Sarah Perkins  
Michael Rubbelke  
Tara Schmitt  
Kim Slott  
Angela Thomas

### Engagement

Kim Mauch - Co-Chair  
Betsy Quinn - Co-Chair  
Brittany Baucom  
Kevin Bauer  
Melissa Farmer  
Bret Forsyth  
Melissa Harty  
Shirley Koloszar  
Dave Laux  
Kate Murphy  
Megan Sorg  
Sherie Wilcox

### Operations-Facilities

Bill Schlatterbeck - Co-Chair  
Mark Wilcox - Co-Chair  
Mike Danch  
Rob Lovett  
Tracey Plenzler  
Doreen Sandroni  
Rocco Scicchitano  
Pam Veldman





# Subcommittee Work

Subcommittees conducted a thorough analysis of their respective focus area reports and formalized the objective for which all remaining work would be focused. Engaging in various brainstorming activities, the subcommittees began formulating strategies to achieve the objective for their area. Strategies were organized into a prioritized list for the next five years, supported by step-by-step action items that will lead to successful completion of each strategy.

## The Strategic Plan

The following pages encompass the resulting Strategic Plan that will guide the work of the Parish for the next five years and beyond.

### **Objectives (overall goal):**

primary outcomes towards which effort and actions are directed

**Strategies (what):** approach to achieve the objective

**Action Items (how):** actions or tools to execute the strategy





*In the restoration and promotion of the sacred liturgy, this full and active participation by all the people is the aim to be considered before all else; for it is the primary and indispensable source from which the faithful are to derive the true Christian spirit.*

*~Sacrosanctum Concilium (The Constitution of the Sacred Liturgy), 14*



# Liturgy and Worship

*Saint Pius X Parish seeks to bring God's Word to life in the liturgy, worship, and the Sacraments.*

## **STRATEGY:**

**Provide liturgies and other celebrations that enrich worship and unite the parish community, welcoming those of diverse backgrounds and ages.**

- Explore strategies that support families and develop resources that welcome children and dependents of all ages at Mass.
- Explore and implement strategies to support families and individuals with physical and intellectual disabilities to encourage full and active participation at Mass.

## **STRATEGY:**

**Provide a meaningful and fulfilling experience in the Mass.**

- Offer enunciation workshops to all who speak and/or sing at liturgies: Priests, Lectors, and Cantors.
- Communicate how the parish celebrates liturgies throughout the seasons of the liturgical year utilizing a variety of mediums.

## **STRATEGY:**

**Evaluate and enrich the vitality of liturgies through a music program that recognizes our rich Catholic heritage, enhances devotion, and invites participation.**

- Review repertoire of music offered at all Masses and introduce new music, in a variety of styles and genres, to supplement the current repertoire.
- Educate the parish community about why music is chosen for particular celebrations utilizing a variety of mediums.

## STRATEGY:

**Deepen the experience of the mystery of the Eucharist by fostering an awareness of both a theological and personal understanding of the Mass.**

- Plan and conduct days of reflection that enhance the spiritual growth and spiritual well-being of liturgical ministers.
- Develop and utilize more effective communication strategies to further explain and foster understanding of the various components of the Mass and how the parish celebrates them.
- Develop a series of workshops to inform and educate various age groups of the parish community on the different components of the Mass.

## STRATEGY:

**Enrich the worship experience at weekday and Holy Day Masses to better accommodate the needs of the varied parish community.**

- Evaluate the schedule of times weekday Masses are offered to promote consistency throughout the week and adjust as feasible.
- Evaluate the length of weekday and Holy Day Masses for working adults and families and adjust as feasible.
- Explore the feasibility of adding a Saturday morning Mass and introduce, if applicable.



*The Church evangelizes and is herself evangelized through the beauty of the liturgy, which is both a celebration of the task of evangelization and the source of her renewed self-giving.*

*~Evangelii Gaudium  
(The Joy of the Gospel), 24*







# Faith Formation

*Saint Pius X Parish will enable parishioners to encounter Christ, grow in their Catholic faith, and live as disciples in the world through a comprehensive approach to lifelong faith formation.*

## **STRATEGY:**

**Build upon existing middle school and high school youth activities and initiate additional efforts to inspire increased participation in the life of the parish.**

- Survey youth and parents to determine new directions for programming.
- Create a leadership formation program for high school students to serve the needs of middle school ministry and the greater parish.
- Continue to collaborate with area youth ministers to form youth in Catholic service, leadership, and catechesis.
- Explore and compile online resources to engage youth in forming their faith lives and develop creative technology offerings to disseminate this information.
- Review and revise existing programs, and implement changes as needed.

## **STRATEGY:**

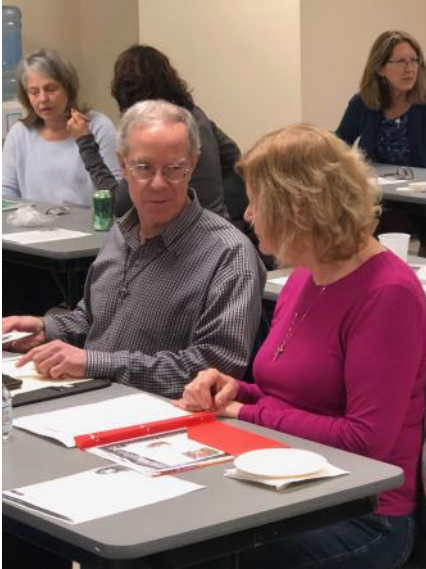
**Develop and implement a comprehensive plan for retreat opportunities to meet the needs of a greater number of parishioners.**

- Research and form active partnerships with other groups, organizations, and locations to provide different styles of retreats offered to different audiences.
- Design and offer regular half-day retreats.
- Offer retreat opportunities regularly with different styles, lengths, and locations.

*Christ is alive! He is our hope, and in a wonderful way he brings youth to our world. The very first words, then, that I would like to say to every young Christian are these: Christ is alive and he wants you to be alive! He is in you, he is with you and he never abandons you. However far you may wander, he is always there, the Risen One. He calls you and he waits for you to return to him and start over again. When you feel you are growing old out of sorrow, resentment or fear, doubt or failure, he will always be there to restore your strength and your hope.*

*~Christus Vivit  
(Christ is Alive), 1-2*





*The Church wisely and repeatedly insists that adult faith formation is 'essential to who we are and what we do as a Church' and must be 'situated not at the periphery of the Church's educational mission but at its center.'*

~Our Hearts Were Burning Within Us, 42



## Faith Formation *continued*

*Saint Pius X Parish will enable parishioners to encounter Christ, grow in their Catholic faith, and live as disciples in the world through a comprehensive approach to lifelong faith formation .*

### **STRATEGY:**

**Design and implement a process of intellectual and spiritual formation for adults.**

- Develop an Adult Faith Formation committee to evaluate new curriculum, review existing programming, and assist the Director of Adult Faith Formation with implementation of programs.
- Design and implement a "three year curriculum" of themes, resources, and offerings which has multiple points of entry and tracks for development.
- Create and revitalize small faith community opportunities as an integral feature of Adult Faith Formation, especially for Bible study offerings.
- Review, revise, and refresh existing liturgical year offerings.

### **STRATEGY:**

**Develop and implement programming for parents that emphasizes faith formation, moral development, and a parent's role in their child's faith development.**

- Survey parents of children ages 1-18 to understand the needs and concerns of parents in the parish.
- Offer a yearly speaker series for parents which addresses children of various ages and develop small group offerings based on topics covered during the series.

## **STRATEGY:**

### **Provide resources and opportunities to increase engagement in Religious Education and School programs.**

- Extend more personal invitations to non-registered RE and School families at key points throughout the year.
- Develop and implement a family-based catechesis program, on a trial basis, as an additional option for religious education
- Recruit and train parish-based catechists so that each Religious Education class is “staffed” by a parish volunteer.
- Provide parent formation opportunities during school and Religious Education programming.

---

## **STRATEGY:**

### **Further collaboration between all faith formation ministries.**

- Implement monthly Faith Formation Team meetings to develop shared yearly and monthly goals among Faith Formation leaders.
- Develop a yearly faith formation theme and infuse within all parish offerings.
- Design shared prayer or liturgy opportunities with school and Religious Education in coordination with yearly themes.



*Catechesis is the word used to describe the essential ministry of the Church through which the teachings of Christ have been passed on to believers throughout the ages.*

~National Directory for Catechesis, 1





*As Christian stewards, we receive God's gifts gratefully, cultivate them responsibly, share them lovingly in justice with others, and return them with increase to the Lord.*

~Stewardship: A Disciple's Response



# Stewardship

*Saint Pius X Parish will shape the growth of true Christian stewardship among all parishioners through prayer, service, and sacrificial giving.*

## **STRATEGY:**

**Provide the tools and resources to allow parishioners to understand and accept the call to embrace stewardship as a way of life.**

- Reestablish a Stewardship Core Team to support and to encourage the practice of stewardship as a way of life.
- Create a comprehensive stewardship education plan for the parish.
- Enhance awareness of the parish's response to the needs of the poor and vulnerable served by our parish tithe, poor fund donations, and diocesan second collections.

---

## **STRATEGY:**

**Inspire and assist parishioners to grow and enrich their relationship with God through personal and communal prayer.**

- Review and enhance the annual renewal process for stewardship of prayer.
- Review and improve offerings throughout the year that nurture personal and communal prayer.
- Introduce parishioners to common prayers in conjunction with yearly faith formation themes and other opportunities as applicable.





# Stewardship *continued*

*Saint Pius X Parish will shape the growth of true Christian stewardship among all parishioners through prayer, service, and sacrificial giving.*

## **STRATEGY:**

**Encourage each parishioner to joyfully serve others in the parish and the greater community through involvement in one or more parish ministries.**

- Review and enhance the annual renewal process for stewardship of service.
- Evaluate and implement a process for parishioners to discern the distinct gifts that they have been given, so that they may more effectively recognize how God may be calling them to serve.
- Develop procedures for the coordination of and regular evaluation of existing ministries.
- Develop various means to better communicate ministry needs year round.

## **STRATEGY:**

**Encourage each parishioner to respond in gratitude to God's blessings by committing personal gifts of treasure to the parish and to the community.**

- Review and enhance the annual renewal for sacrificial giving.
- Offer spiritually-based education on personal household finances on a regular basis.
- Develop a program to promote planned giving as an additional tool for parishioners to deepen their financial commitment to the parish.
- Develop a program to increase the number of parishioners utilizing Online Giving each year.

## **STRATEGY:**

**Practice transparency and responsible management of the resources entrusted to the parish (people, finances, facility).**

- Publish an Annual Stewardship report highlighting prayer, service, and sacrificial giving.
- Publish regular updates throughout the year regarding active stewardship and use of resources.

*The Gospel is not merely about our personal relationship with God. Nor should our loving response to God be seen simply as an accumulation of small personal gestures to individuals in need, a kind of "charity à la carte", or a series of acts aimed solely at easing our conscience. The Gospel is about the kingdom of God (cf. Lk 4:43); it is about loving God who reigns in our world.*

*~Evangelii Gaudium  
(The Joy of the Gospel), 180*





*Being Church means being God's people, in accordance with the great plan of his fatherly love. This means that we are to be God's leaven in the midst of humanity. It means proclaiming and bringing God's salvation into our world, which often goes astray and needs to be encouraged, given hope and strengthened on the way. The Church must be a place of mercy freely given, where everyone can feel welcomed, loved, forgiven and encouraged to live the good life of the Gospel.*

~*Evangeli Gaudium*

(The Joy of the Gospel), 114

# Engagement

*Saint Pius X Parish will provide opportunities for all to build a deeper sense of Christian community in an evangelizing, welcoming, and inclusive environment.*

## **STRATEGY:**

**Evaluate and enhance the organizational support and structures used for parishioner engagement.**

- Evaluate existing resources for engagement efforts and recommend additional needs to Parish leadership.
- Perform a thorough review of the parish roster to classify parishioner engagement levels.
- Define and communicate the behaviors of an active member of Saint Pius X Parish.

## **STRATEGY:**

**Utilize sacramental and other liturgical moments as an ongoing means to further engage parishioners.**

- Develop and implement a process to specifically welcome disengaged parishioners and guests, especially at key times of the year.
- Review and expand programs to encourage parishioners to maintain their connection and continued involvement in the parish following key sacramental moments in their lives.
- Review and expand programs to provide support to parishioners and their families in times of struggle.

## **STRATEGY:**

**Create a culture of welcoming and inclusion, extending hospitality to all members and visitors .**

- Develop and implement a comprehensive hospitality plan.
- Review and enhance the process for welcoming new members from registration to integration into parish life.
- Implement ways to address identified issues that prevent engagement within the parish.







# Engagement *continued*

*Saint Pius X Parish will provide opportunities for all to build a deeper sense of Christian community in an evangelizing, welcoming, and inclusive environment.*

## **STRATEGY:**

**Increase opportunities to build relationships and to strengthen bonds within the Saint Pius X Community, the Universal Church, and the greater community.**

- Review and enhance opportunities for fellowship by strengthening existing programs and developing new ways to bring people together.
- Identify outside groups in the community with whom the Parish can initiate connections and foster positive relationships.

---

## **STRATEGY:**

**Continue to enhance the marketing and communication efforts of the parish.**

- Establish committees to support targeted marketing and communication efforts.
- Explore and implement new and creative ways to communicate events using technology.
- Develop alternative communication channels that allow for parishioners to provide feedback to the parish.
- Develop and implement a communication plan providing a clear definition of the roles and responsibilities of parish staff and parish leaders.

*An evangelizing community gets involved by word and deed in people's daily lives; it bridges distances, it is willing to abase itself if necessary, and it embraces human life, touching the suffering flesh of Christ in others. Evangelizers thus take on the "smell of the sheep" and the sheep are willing to hear their voice. An evangelizing community is also supportive, standing by people at every step of the way, no matter how difficult or lengthy this may prove to be.*

*~Evangelii Gaudium  
(The Joy of the Gospel), 24*





*The parish serves as an effective catechetical agent precisely to the extent that it is a clear, living, and authentic sacrament of Christ... Because of all this, it is the responsibility of the parish community and its leadership to ensure that the faith that it teaches, preaches, and celebrates is alive and that it is a true sign, for all who come into contact with it, that it is truly the living Body of Christ.*

~National Directory for Catechesis, 29:C

# Operations *Business*

*Saint Pius X Parish will provide appropriate staff, facilities, and parish operations to create a welcoming and evangelizing atmosphere that enhances our Catholic identity while maintaining responsible stewardship of parish resources.*

## **STRATEGY:**

**Review and refine the long-term financial plan to assure financial stability while maintaining responsible stewardship of resources entrusted to the Parish.**

- Review and refine the plan to eliminate parish debt.
- Review and evaluate the budget process in relation to overall parish operations and the implementation of the 2019-2024 Strategic Plan.
- Reduce labor costs by developing ways to increase use of parish volunteers.
- Conduct an annual evaluation of the Parish tithe, and increase, if feasible, until the tithe reaches 10%.

## **STRATEGY:**

**Analyze current staffing structure and provide recommendations to ensure that efficient and effective staffing levels are maintained to fulfill overall parish operation.**

- Evaluate the current organizational and reporting structure and realign, as feasible.
- Conduct an analysis of identified staff members responsibilities and ensure applicable adjustments are made to handle unbalanced workload and changes in demand.
- Explore options and develop a transition plan for future parish and school leadership changes.

## **STRATEGY:**

**Establish and implement a defined human resources plan to address various employee-related areas.**

- Evaluate the current organizational and reporting structure and complete and maintain an employee manual.
- Identify professional and spiritual development needs for employees and provide regular opportunities for growth.
- Continue to develop and implement the new employee onboarding process.
- Develop and communicate a process to provide support to employees in matters such as resolving conflict, discussing confidential situations, etc.
- Develop and implement an internal communication plan to allow easier access for employees and provide more opportunity for staff to have a voice.
- Review and enhance the employee performance review process.

## **STRATEGY:**

**Ensure provision of consistent and appropriate technology and information systems that allows the Parish to strategically use data for decision-making and to support church-wide needs.**

- Continue to improve overall sound quality and capability in the church, including systems to better serve the hearing impaired.
- Explore the option of guest WIFI access throughout campus and provide, if feasible.
- Continue the development of the AV/IT Specialist position, incorporating training and development of parish staff, ministry leads, and representative parish members on the use of AV and related technology.
- Provide equipment and software that is up-to-date and meets the needs of all staff.





*The work of evangelization enriches the mind and the heart; it opens up spiritual horizons; it makes us more and more sensitive to the workings of the Holy Spirit, and it takes us beyond our limited spiritual constructs.*

~*Evangelii Gaudium*

(The Joy of the Gospel), 272

# Operations *Facilities*

*Saint Pius X Parish will provide appropriate staff, facilities, and parish operations to create a welcoming and evangelizing atmosphere that enhances our Catholic identity while maintaining responsible stewardship of parish resources.*

## **STRATEGY:**

**Maintain and enhance a comfortable, accommodating and seamless environment that supports the Parish's mission.**

- Develop and implement a short and long term maintenance plan that addresses preventative maintenance, as well as immediate and long term facility needs.
- Develop and implement a consistent training program for the maintenance staff which addresses standard procedures, basic training, and technical training.
- Develop a program for appropriate standards of operation with applicable technical training, and make available for all parish staff members and designated parish volunteers.

## **STRATEGY:**

**Develop a facility usage plan to provide guidelines and expectations for the use of our parish campus.**

- Create and distribute a manual that identifies facility policies and procedures.
- Identify and utilize a scheduling tool that will incorporate the entire facility onto one calendar and which is accessible to parish staff and designated parishioners.
- Create a program that develops a culture of facility awareness and encourages all staff and parishioners to actively participate in maintaining the gift of all our Parish Facilities

## **STRATEGY:**

**Enhance safety and security protocols to ensure that all parishioners can worship and participate in other activities on a peaceful campus.**

- Create a committee of staff, experienced parish members and local professionals to enhance and implement the plan for overall parish safety and security.
- Develop and implement an emergency communication plan.

# Implementation and Accountability

The work of this plan will not be the work of only a few. While the Parish staff will ultimately be responsible for achieving the goals of this plan, the tasks ahead will rely on the work of the entire community of Saint Pius X Parish. It is also understood that the Plan, developed to provide direction and focus, can be “fluid”. Throughout this five year timeframe, the Plan could change course, as long as the implementation remains focused on the outlined goals and the overall Parish mission.

## Guided in Prayer

As we bring this plan to life with energy and imagination, we entrust ourselves to the Holy Spirit. As we strive to achieve our vision and mission, we profess the prayer that guides our parish and will guide our faith community for the next five years and beyond:

*Heavenly Father, as you renew all things in Christ, grant to our parish a fresh outpouring of your Spirit. Continue to form us into stewards of your generosity, that our community will always serve the growth of our holy communion in you. Amen.  
Saint Pius X, pray for us!*





Saint Pius X Catholic Church

574.272.8462 | [StPius.net](http://StPius.net)